



Seventh Regular Meeting
2024-2025 Bradley University Senate
3:10 p.m., Thursday April 17, 2025
Michel Student Center - Ballroom



MISSION:

Bradley University empowers students for immediate and sustained success in their personal and professional endeavors by combining professional preparation, liberal arts and sciences and co-curricular experiences. Alongside our dedication to students, we embrace the generation, application and interpretation of knowledge.

I. Call to Order

II. Announcements

1. The meeting is being recorded and livestreamed. Thank you, IT!
2. Senate election process underway
3. Yearly committee reports are due by May 1. Reports will be available alongside the May Regular Meeting Agenda and will thereafter be on the Senate Canvas site
4. Upcoming visit days: Friday April 18, Thursday April 24, Friday April 25

III. Approval of Minutes – Please see attached minutes

Approval of the Minutes of the Sixth Regular Meeting of the 2024-2025 University Senate, March 27, 2025.

Karl Jung motioned to approve the minutes.

Candace Esken seconded the motion.

The minutes were approved by unanimous voice vote.

IV. Report from Student Body President Adalia Yeung

Please let me know if you have any questions about the report that I submitted to the University Senate.

Before I turn over the baton to the next Student Body President, I want to thank you for all the work you do here at Bradley. Without our amazing faculty and staff, students like me would not become marketable to employers, receive a world class education, and on days

when we wake up feeling down without courage to get out of bed, it's the faculty and staff on campus who help us look forward to the day. I can assure what you are doing here goes beyond just an impact. You shape us to be the people that we are, to help us fulfill our goals, and we have you to thank for that. Thank you for allowing me to speak to you. I am humbled and it has been an honor to have been able to serve this University in more ways than one. Thank you for this opportunity. I am pleased to pass the baton to the next Student Body President, Al Cuizon.

Al Cuizon: I'm a junior here at Bradley University and I'm excited to be a part of making Bradley better. I am thankful to be following in Adalia's footsteps and excited to be here. Thank you.

V. Reports from Committees

A. Curriculum and Regulations – Chair Wendy Schweigert

President Stern: Filling in for the C&R chair is our Vice President, Kristi McQuade.

1. Curriculum Consent Items

- **Course Additions**

261633 PLW PLW 301 Law Admissions Test Preparation 3.0
Course to prepare students for law school admission exams

259724 THE THE 323 Production Special Topics 3.0
 258686 THE THE 426 Advanced Production Design 3.0
New courses that focus on topics/skills in theatre production

259725 THE THE 324 Scenic Painting 3.0
Previously offered as a special topics course now moving into regular offering

262397 PLS PLS 316 Political Field Research 3.0
Provides hands-on research skills

262404 ECL ETE 241 Methods of Teaching Bilingual/Multilingual Learners 3.0
Elective for teacher education students to earn bilingual certificate

All Course Additions approved at C&R 4/8/25

- **Course Modifications**

258687 THE THE 107 Practicum Studios 1.0
 258692 THE THE 207 Practicum Production .5-1.0
 258693 THE THE 307 Practicum Advanced Production .5-2.0
 258694 THE THE 308 Practicum Performance 2.0
 258695 THE THE 407 Practicum Production Leadership 3.0
 258699 THE THE 408 Practicum Advanced Performance 3.0
Changing titles, hours, and descriptions

258691 THE THE 125 Stagecraft 3.0

Changing description and prerequisites

258688 THE THE 108 Practicum 1.0
Changing hours and description

261210 ETL MIS 272 Business Analytics Tools and Techniques 3.0
261212 ETL MIS 471 Applied Machine Learning for Business 3.0
Title changes

261181 ETL MIS 483 Advanced Ethical Hacking 3.0
Allow students to repeat up to 6 hours

258295 ML ML 457 Artificial Intelligence in Human Capital Management 3.0
Change description and title

261420 ENG ENG 364 Modern and Contemporary British Literature 3.0
Change title

261900 PSI PLS 480 Internship in Political Science 0-6.0
Change credit hours

261874 IME IME 110 Introduction to Computers & Computational Analysis 3.0
261876 IME IME 341 Introduction to Manufacturing Processes 3.0
261877 IME IME 443 Manufacturing Processes II 3.0
Change prerequisites

261734 NUR NUR 100 Introduction to the Nursing Profession 2.0
Change hours, description, and prerequisites

All Course Modifications approved at C&R 4/8/25

• **Course Deletions**

261211 ETL MIS 478 Capstone Consulting Project 3.0
Other capstone courses are more appropriate for MIS majors; not offered since Spring 2022

258678 THE THE 208 Practicum .5
No longer needed with new THE practicum structure

258675 THE THE 326 Stage Lighting 3.0
258676 THE THE 327 Sound Design 3.0
258679 THE THE 328 Special Materials for Scene and Costume Design 3.0
258680 THE THE 329 Scenic Design 3.0
No longer needed for Production Concentration

All Course Deletions approved at C&R 4/8/25

President Stern: Are there any items on the consent agenda that any Senator would like to pull out to discuss in further detail? Seeing no discussion, all items on the consent agenda are approved.

2. Curriculum Items Requiring a Motion

- **Minor Additions**

260101 ML Minor in Human Resource Management

Will replace the Management and Leadership Human Resource Management Concentration

Minor Addition approved at C&R 4/8/25

Kristi McQuade: I move to approve the minor addition in Human Resource Management.

President Stern: Any discussion? The minor addition in Human Resource Management is approved.

- **Major Modifications**

258667 THE Theatre Arts

Update requirements (increase in hours from 33 to 39); change Theatre Practicum sequence

Kristi McQuade: I move to approve the major modification in Theater Arts.

President Stern: Any discussion? The major modification in Theater Arts is approved.

254089 ETL Management Information Systems

Updating course requirements due to title changes/deletions; providing choice for capstone

261208 ETL Business Analytics

Updating required coursework based on current offerings; increase elective requirement from 3 to 6 hours; updating course titles

261209 ETL Cybersecurity

Updating course titles

Kristi McQuade: I move to approve the three major modifications in Management Information Systems, Business Analytics, and Cybersecurity.

President Stern: Any discussion? The three major modifications in Management Information Systems, Business Analytics, and Cybersecurity are approved.

261344 ENG English Major

Update catalog language; change in course requirement categories

Kristi McQuade: I move to approve the modification for the English Major.

President Stern: Any discussion? The major modification in English is approved.

261736 NUR Nursing
Update course requirements (NUR 100 and CHM 162)

Kristi McQuade: I move to approve the major modification for Nursing.

President Stern: Any discussion? The major modification in Nursing is approved.

All Major Modifications approved at C&R 4/8/25

- **Minor Modifications**

261880 IME Quality Engineering
Reduced required hours from 21 to 15 by eliminating elective requirement

262115 AAS African American Studies
Add SOC 105 as an elective

259408 THE Theatre Arts Minor
Updated to reflect course offerings and improve flexibility

258673 THE Theatre Arts Minor in Musical Theatre
Change in required practicum course; expanded ensemble options

261178 ETL Cybersecurity
Adding MIS 279 as elective

261179 ETL Business Analytics
Updating course titles

261180 ETL Management Information Systems
Updating course titles and list of electives to reflect course offerings

261422 ENG Minor in Professional Writing
Align with English major modifications; change in required courses

261547 WLC Spanish for the Professions Minor
Change name of minor and required coursework to appeal to more students

251035 PLW Legal Studies
Updating elective course options

Kristi McQuade: I move to approve all of the minor modifications listed on the agenda.

President Stern: Any discussion? All minor modifications are approved.

All Minor Modifications approved at C&R 4/8/25

- **Concentration Modifications**

259726 THE Theatre Arts – Production

Provides more choices for students; reduces requirements by 1 credit hour

258672 THE Theatre Arts – Performance

Reduce required hours for concentration

261172 ETL Cybersecurity

Add MIS 279 to electives; update course title

261173 ETL Business Analytics

Updating course titles

261563 ENG Concentration in Professional Writing

261564 ENG Concentration in Creative Writing

261565 ENG Concentration in Literary Studies

Update requirements to align with 2024 English major modification

Kristi McQuade: I move to approve the concentration modifications for Theater Arts Production, Theater Arts Performance, Cybersecurity, Business Analytics, and three in English.

President Stern: Any discussion? All concentration modifications stand approved.

All Concentration Modifications approved at C&R 4/8/25

- **Concentration Deletion**

261620 ML Management and Leadership Major with a Concentration in Human Resource Management

Being replaced with the new minor in Human Resource Management

Kristi McQuade: I move to delete the concentration in Human Resource Management.

President Stern: Any discussion? The concentration deletion stands approved.

Concentration Deletion approved at C&R 4/8/25

3. Information Item from C&R and Grad Exec

Update to Graduate Student Admissions Policy

President Stern: This is a policy change. This is informational only, there is no vote on this.

Wayne Bosma: We are compiling a list of graduate faculty. We will have an election for a Secretary for the Graduate Executive Committee to perform typical secretary duties. This is a good opportunity for a newly tenured or tenure-track person because it doesn't require a lot of time. Next, we used to admit people on probation when they got here but we aren't doing that. This is out of compliance with federal regulations for international students; we are not allowed to do I-20s for international students if they are coming in conditionally. We worked on deleting the

conditional status. If they do poorly the first semester, then they will be on probation the next semester. Particularly for an international student, this gives them a second chance.

Ahmad Fakheri: We currently admit students who need prerequisites, is that still an option?

Wayne Bosma: When you fill out the current form, it has a section to include prerequisite courses that need taken, so that is still allowed.

Rachel Horton: How will this impact financial aid?

Wayne Bosma: I don't think it will. It will give students an opportunity to get financial aid because conditionally admitted students were not eligible for financial aid.

Rachel Horton: Will non-degree students get the opportunity for financial aid?

Wayne Bosma: I'm not sure, that's a question for financial aid.

Colin Corbett: So, for the previous policy, we could not use conditional for international applicants? Were we admitting a lot of conditional students?

Wayne Bosma: Yes, there were two categories of conditional applicants. I can't give you numbers for how many were admitted, but we wanted to make this simpler.

Karin Smith: Is this effective on April 19th?

Wayne Bosma: Yes. Since we are out of compliance, there are a number of applications awaiting approval. For that reason, it will be immediately effective.

Holly Bland: We will need to adjust rubrics with point scales to specify this is conditional, unconditional, etc. There are quite a few students who need to receive a revised admission letter. We have students who have been admitted and awaiting an I-20. If you are a degree seeking student, we are eliminating the category for conditional admission.

Ahmad Fakheri: What is the mechanism for enforcing the proficiency requirement?

Holly Bland: The way the conditions have been enforced is by this process by which Wayne and Jobie review students. We have been admitting students conditionally for the past few years. Students were being dismissed from their program and then immediately reapplying for readmission. We had been making conditional offers of admission. It is entirely possible that an immigrant offer would require a copy of an admission letter as part of a visa interview. The information in those letters risks our ability to sponsor international students.

President Stern: Any more discussion

B. Executive Committee

1. Motion to approve Rachel Vollmer as Curriculum and Regulations Committee Chair for three-year term beginning in Fall 2025

President Stern: Any discussion for the motion to approve Rachel Vollmer as C&R Committee Chair? Seeing none, and the person named is not objecting, Rachel is approved by a unanimous voice vote. Congratulations, Rachel.

2. Motion to approve Jamie Way as Academic Ombuds for a two-year term beginning Fall 2025.

President Stern: Any discussion for the motion to approve Jamie Way as Academic Ombuds? Seeing none, Jamie is approved by a unanimous voice vote.

VI. Reports from Administrators

A. CFO Betsy Hull

Today is No Numbers Day. Instead, I'll share some exciting updates across campus. We are calling this the Campus Tour Facelift brought to us by a generous Bradley alumni couple, Barnes & Noble, and other endowed funds. This focuses on heavy traffic areas that many prospective families see when they visit. *See attached slides* Some of these changes are finished and, as soon as finals are over, we will the ground running with the rest of these changes. We are working with Barnes & Noble to rebrand and update the store on campus. The only thing we are paying for is the flooring and B&N is covering the rest of the costs. Jeremy and his team have also worked on campus signage, funded by endowment funds. Bradley has a Community Garden located next to Comstock Hall. Our contract with Pepsi provides funding for this. Olin Hall got a facelift last summer in some of the labs and more hallways are being done this summer. Hartmann Center is installing a 20-foot turntable, which allows Into the Woods to be a show for next year. In the GCC we installed gender neutral bathrooms. Campus grounds are working hard to beautify the grounds. I have to give special thanks to Jeremy Mischler because he has been amazing to work with and has Bradley's best interest at heart.

I want to acknowledge the compensation email we just sent. We have not finished our budget rollup for FY 26, we are still working through that. We made the decision for the salary initiative before that. 2.5% across the board is the largest increase we've seen in the past 10 years. I cannot promise future across the board increases, but we are committed to continuing these initiatives.

Megan Rimmel: At the last meeting, you mentioned the travel budget. Can you provide more details on the new travel budget?

This was announced to the Deans, and it should make its way to the departments. We are opening the professional development and travel funds to the campus to be used through restricted funds. There is no cap or limit for how each faculty member can use out of their department funds. You should set your budget based on your needs.

Danielle Glassmeyer: I don't see budgets. My understanding is the English department is underendowed; we don't have a lot of funds. Is there a mechanism where we can request monies?

There is. We know some departments have lower endowments than others. Provost Moon and I are committed to providing funds to help those departments.

[Allowing non-senator Dannielle Wentzel to speak (no objection)]

Dannielle Wentzel: Question on the mulching which I noticed is around our new statue, Robert Lawrence. Will there also be plants?

Jeremy: There will be multiple blooming perennials put up around him.

Danielle Glassmeyer: I'm sure there is gratitude all over the university for the increase. I think it's important to note that some people in our pay pool are going to receive \$20,000 next year and some will receive \$700. The gap keeps growing. I'm grateful for this but at the same time I would not object if there was a more equitable approach to raising individuals who are barely at minimum wage. I feel a degree of disappointment because it does not consider the people in distress.

We are continuing to work with HR to get those market rates as close as possible.
[Powerpoint Presentation attached at end of minutes]

B. Interim Provost Dan Moon

I want to give you a summary of what we are doing in Academic Affairs and I'll do that at the next Senate meeting. I'll start with, first, I was excited to see some of the facelift work that Betsy just talked about. In September we will do the next installment of the TEDx talks, which we can now host in Neumiller Hall. I want to echo some of what Adalia mentioned when she spoke with such pride and appreciation of the faculty and staff here at Bradley. Yesterday we had the Student Scholarship Expo which is one of my favorite events of the year because it shows the work students and faculty do together. For me, it's such a great representation of what is at the true heart of the Bradley education and the relationship our faculty and staff have with our students. I want to provide an update on the Dean searches. I am thrilled to have appointed Ethan Ham as permanent Dean of the Slane College of Communications and Fine Arts. Thank you to Tony Adams as serving as search committee chair. The search was led by WittKieffer. The search drew 74 highly-qualified applicants from across the country. They did 10 zoom applicants followed by two groups of finalists. We followed with group meetings and sent out surveys to collect feedback. The recommendation was that both final candidates would be excellent in the positions. Ethan Ham was ultimately chosen because he is a great fit for Bradley. We are in the thick of the Education and Health Sciences search. We have three finalists who are visiting campus. We are moving as quickly as possible. WittKieffer provides thorough reference reports. We will identify a hire by the end of the semester. The next thing I want to talk about is my work with the Strategic Planning Committee. My workstream has been focusing on enrollment and how we tell the Bradley story better. We are focusing on what differentiates Bradley, what makes us special as an institution. The Deans and I have been doing focus groups with students. We want to invite the entire campus community to a focus group on May 1st at 12pm. This is all coming together in the past 12 hours with more details and information coming. We want to provide an opportunity for as many people from the campus community to come together to provide input on what you see that makes Bradley unique. We want to try to get some clarify around these things we've been hearing already. The last thing I want to talk about is how do we get more acknowledgment from the community and involvement with the Student Scholarship Expo. I went to the faculty publishing party that the library hosted. If you didn't submit something to be celebrated, I would encourage you to do so for next year. This is a

great opportunity to celebrate the work that we do. A few other things happening across campus:

- 14 undergraduates and 4 graduates attended the Illinois State Academy of Sciences meeting with their faculty mentors on April 5th at SIUE.
- A group of 13 engineering students represented Bradley at the Shell Eco Marathon competition at the Indianapolis Motor Speedway. The team placed 5th out of 22.
- A group of three business students represented Bradley at an international case competition and finished in the final four.
- 3rd Annual BECC Convergence Showcase and Open House is coming up on April 25th
- Monday April 21st GCC 103 Cookies with the President and Provost

Megan Remmel: We just finished academic advising season. Students struggle with MWF schedules because not all college's MWF schedule align with the rest of the university. What's being done about this?

I need to get back to something that Walter started which is making sure our courses get approved within the time blocks. When we have courses spanning multiple time blocks, it can create havoc. We need to be more intentional about spreading the schedule. In order to resolve some of those conflicts, we will need faculty to take some time blocks that are not popular. We need to be intentional and equitable about how we do that. Two things we need to overcome: we need a better comprehensive assessment of room usage. Because we have decentralized scheduling, having a software solution will help. In the meantime, we need a manual solution. I hope we can make some progress on this for the fall.

Colin Corbett: You mentioned at the faculty publishing party the refreshments available; I noticed a hearing for a liquor license for the library. Do you know anything about that?

In order to serve wine in the Wykoff Room, we need a liquor license. There will need to be a public notice and public hearing.

C. President James Shadid

Thank you everybody, I appreciate the opportunity to introduce myself today and to work with you. I went to the faculty publishing party. I met Meg Frazier who worked there when my mother worked there, so I was able to share stories, and she was able to share stories, about my mother. This brought back so many memories for me. I sought this job so we can take this storied institution and rebuild the relationships we need to build, and rebuild the trust that we need to have in each other. If you've heard me speak before, you've heard me speak to the strongest relationship between our faculty, staff, and students of any university in the nation. I'm going to continue to say this because I believe it. I know talk is cheap. I'm not going to stand here today and make promises to you, but one, which I will tell you later. I know you've had people stand here and tell you what you want to hear or tell you what they think you want to hear. I want you to tell me what you think I need to hear. We won't solve any problems if you tell me what you think I want to hear. That won't help us meet our challenges. I will report on the Provost search and when to initiate it. That is front and center on my mind. It's the most important decision that will be made during my Presidency. In addition to whatever qualifications we need in a Provost, we need that Provost to be an advocate for the faculty and an effective communicator across campus. I'm also aware and

appreciate the challenges and events on this campus that have kept us from working together to reach the full potential of this university. They have kept us from using all the talent and expertise on this campus. I have on the wall in my office an essay on history written by President Kennedy. In short it says, we need to learn from history so we can learn from history. While we cannot erase the events that occurred here, we can learn from them and move forward. I will work with all of you to do just that and open doors to our future. I may, from time to time, say things that may startle you. Please assume good intent on my part. I only have Bradley on my jersey. I am committed to creating an environment that allows us to be our best and to solve problems. Going forward, I want people to think of Bradley, and when we think of each other, and what we do, to use words like best, finest, greatest, most, etc. I don't want 8th best News and World Report, etc. I want to be the best. That should be what we are. We should make no apologies for what we are and what we want to be. Those that challenge us from the outside would love for us to fail because of divisions within. We cannot let that happen. We will unite, look forward, be steadfast, and remain hopeful. We are all leaders on this campus. We must stay focused on our challenges and how to solve them. We want the same things for this university. I need to learn from you to achieve our goals. I'm grateful to you, the Board, and the search committee to let me start April 1st so I had the opportunity to get on campus and interact. Our world cannot exist without faculty and students. We need to make this an attractive place for students. I will make one request and one pledge. I will be accessible to you. I'm overwhelmed by the enthusiasm and positive energy from you for me. I ask you to be patient with me. When you see me on campus, please introduce yourself to me. In the fall, Jenny and I plan to host gatherings, maybe at our house or somewhere on campus, for faculty, staff, and students. I want to rebuilt trust and credibility with one another. My pledge is this: whenever I make a decision that may affect your ability to deliver the education we promise to our students, I will effectively and ethically communicate to you the reason for that decision, purpose for that decision, and where we hope to find ourselves as the result of that decision. Thank you for your invitation to me. I look forward to getting to know you and to deliver on the greatest legacy in higher education. I'm willing to take questions.

VII. Unfinished Business

A. Handbook Proposal on Tuition Remission from Senator David Daye

President Stern: David Daye cannot be here because he is traveling with the Bradley University Speech Team, but he suggested we postpone the discussion on tuition remission until the next meeting.

B. Handbook Proposal on Section D from ad hoc Handbook Rewrite Committee

President Stern: The motion is on the floor. Any discussion.

Kristi McQuade: I want to remind everyone about the process the handbook rewrite committee used. The changes are always compared to language approved by the AAUP. Our current version of the handbook aligns well with that. However, some of the AAUP recommended language is antiquated, and we took that into consideration. As a group we agreed on the best language to reflect the principles we believed in.

Danielle Glassmeyer: My interpretation of changes to 5d is to enhance confidentiality between those who might need legal counsel within Bradley University and the legal counsel. If enhancing confidentiality is the goal, has that been achieved with the modifications we are seeing?

Kristi McQuade: The description in the handbook does not match how things happen on campus. We are simply proposing to replace the language here with language describing how things actually happen on campus.

Danielle Glassmeyer: Are there issues about confidentiality that we are missing while doing the revision?

Kristi McQuade: I'm not sure what you mean. I think it's fair to have a discussion about what the office of legal counsel should be with respect to faculty rights. But that's not what we did.

Libby Tronnes: We wanted the language to reflect the website because it is the most up-to-date policy. I did bring up confidentiality but none of us are lawyers. The current language in the handbook felt weird which is why we are addressing this section. We used the language from the website. The current version we are proposing is slightly different from the website, that is the phrase "through the Vice President for legal affairs and general counsel". That's the part not currently on the Office of General Counsel website.

Kristi McQuade: Are you asking about if a faculty wanted to use legal counsel, that confidentiality would be an issue?

Danielle Glassmeyer: I'm coming off from being an ombuds where sometimes a need arises to consult with someone who knows something about the law to move forward. I move that this section 5d be removed and referred back to the committee.

Motion is seconded.

[Allowing non-senator Mat Timm to speak (no objection)]

Mat Timm: Does the motion include reverting to the original language for this part?

Danielle Glassmeyer: I don't know how to answer that. I thought this would be removed. The language would be the original language until future revisions are made.

President Stern: Any discussion on the motion to revert back to the original language. We are voting on this amendment now. The amendment passes with a voice vote. Any discussion as we return back to the handbook proposal. We will now vote on the handbook change proposal with the amended language. The handbook change proposal passes.

[Amended and passed proposal attached below as Appendix A]

VIII. New Business

No new business.

IX. Open Forum

Discussion for the common good without attachment to a motion. Meeting rules of decorum still apply. Items discussed are recorded for the meeting minutes.

Jackie Hogan: Travis attached a document along with the agenda from Advance BU. Bradley requires the solicitation of external letters of recommendation for candidates going up for promotion to full professor. There are clear patterns of bias in those letters of recommendation that we can mitigate by adopting a standardized template letter. That template should include more information about our institutional context and standards, specific instructions on the scope of the reviews, it should use gender neutral language, and that standard solicitation acknowledges the bias that exists. Advance BU developed a template, and we are encouraging our administrators to adopt its use. I'm happy to answer any questions you may have.

President Stern: As a reminder, this item is not attached to a motion but to encourage discussion and feedback.

Ahmad Fakheri: Is requiring external letters in the handbook?

Mat Timm: It used to be, and it disappeared. The handbook was changed to include that language about 15-20 years ago. I went to look for it earlier this semester and couldn't find it in the current handbook. I haven't had time to go back and look at the old handbooks to find where the changes were made.

Jackie Hogan: Advance BU reviewed all T&P guidelines currently in use at the department and college level guidelines. Most departments specify that it is required for promotion to full professor.

Ahmad Fakheri: Are the procedures uniform?

Jackie Hogan: No, not at all.

Ahmad Fakheri: Is it desirable to make them uniform?

Jackie Hogan: Yes, we have generated a set of recommendations to revise TP&R policies to do away with inconsistencies across the University. While all R1 institutions require external letters of recommendation, only 17% of R2 universities do. We are a little unusual with the extent that require external letters. Some universities have done away with them altogether because of the patterns of bias.

X. Adjournment

Next meeting: Wednesday May 7, 2025. Marty Theater, Student Center.

Followed immediately by the Special Meeting of the 2025-2026 University Senate

Meeting adjourned at 5:07pm.

APPENDIX A

Handbook Change Proposal – presented March 2025. Amended and passed with amendments April 2025

<p><u>CURRENT HANDBOOK LANGUAGE WITH PROPOSED CHANGES</u></p>	<p><u>CLEAN COPY</u> Blue text indicates link</p>	<p><u>EXPLANATION/JUSTIFICATION</u> - See https://www.aaup.org/report/statement-government-colleges-and-universities</p>
<p>D. Rights and Responsibilities of Administrators, Faculty, and Students</p> <p>54. The Academic Institution</p> <p>a. The President The President, as the chief executive officer of the University, is evaluated largely for effectiveness as a leader. The President has the ultimate responsibility is responsible for the definition and attainment of goals, for administrative action, and for implementing ensuring the operation of an effective communications system which that links the components of the academic community. The President is largely responsible for the maintenance of existing institutional resources and the creation of new resources. The President represents the institution to its many publics. The President’s leadership role is supported by delegated authority from the Board and the Faculty.</p> <p>As the chief planning officer of the University, the President, together with other designated administrative officers, has a special obligation to initiate, innovate, and evaluate, using approaches that are in compliance with the Faculty Handbook and the broader principles of shared governance, including collaboration with the University Senate. The degree to which the President, in conjunction with delegated designated administrative officers, can envision new horizons for the University, and can persuade others to see them support and work toward them, will often constitute the principal measure of the President's administration.</p> <p>The President and the appropriate academic administrative officers must work with the Faculty and within the concept of tenure to solve problems</p>	<p>D. Rights and Responsibilities of Administrators, Faculty, and Students</p> <p>5. The Academic Institution</p> <p>a. The President The President, as the chief executive officer of the University, is evaluated largely for effectiveness as a leader. The President is responsible for the definition and attainment of goals, for administrative action, and for ensuring the operation of an effective communications system that links the components of the academic community. The President is largely responsible for the maintenance of existing institutional resources and the creation of new resources. The President represents the institution to its many publics. The President’s leadership role is supported by delegated authority from the Board and the Faculty.</p> <p>As the chief planning officer of the University, the President, together with other designated administrative officers, has a special obligation to initiate, innovate, and evaluate, using approaches that are in compliance with the Faculty Handbook and the broader principles of shared governance. The degree to which the President, in conjunction with designated administrative officers, can envision new horizons for the University, and can persuade others to support and work toward them, will often constitute the principal measure of the President's administration.</p> <p>The President and the appropriate academic administrative officers must work with the Faculty</p>	<p><i>Numbering change needed based on revisions approved in February 2025 Senate Meeting.</i></p> <p><i>Proposing to add 2 sentences based on AAUP recommendations.</i></p> <p><i>Proposed new phrase serves as a reminder of role of faculty in shared governance.</i></p>

of obsolescence when they arise. The President will necessarily follow the policies outlined in this Handbook and rely on judgments of the Faculty but may also, in the interest of academic standards, seek outside evaluations by scholars of acknowledged competence. ~~The President and the appropriate administrative officers must at times attempt to revitalize some departments which have stagnated. When all other attempts fail, it may be necessary to release some faculty, in which case every effort must be made to preserve the concept of tenure, although it is recognized that a more tough minded implementation of these procedures must be initiated to maintain a balance between academic freedom and academic responsibility.~~

It is the duty of the President to see to it that the standards and procedures in operational use within the University conform to the policy approved by the Board of Trustees and to the standards of sound academic practice. It is also incumbent upon the President to ensure that faculty views, including dissenting views, are presented to the Board in those areas and on those issues where responsibilities are shared. ~~Similarly~~ Likewise, the Faculty should be informed of the views of the Board and the administration ~~in on such like~~ issues.

b. The Faculty

The Faculty, through the University Senate, has primary responsibility for such fundamental areas as curriculum, **subject matter and methods of instruction**, research, **and faculty status.**, ~~and The~~

and within the concept of tenure to solve problems of obsolescence when they arise. The President will necessarily follow the policies outlined in this Handbook and rely on judgments of the Faculty but may also, in the interest of academic standards, seek outside evaluations by scholars of acknowledged competence.

It is the duty of the President to see to it that the standards and procedures in operational use within the University conform to the policy approved by the Board of Trustees and to the standards of sound academic practice. It is also incumbent upon the President to ensure that faculty views, including dissenting views, are presented to the Board in those areas and on those issues where responsibilities are shared. Likewise, the Faculty should be informed of the views of the Board and the administration on such issues.

b. The Faculty

The Faculty, through the University Senate, has primary responsibility for such fundamental areas as curriculum, subject matter and methods of

Proposed replacement language improves alignment with AAUP recommendations.

Faculty sets the requirements for degrees or other credentials, determines when the requirements have been met, and authorizes the President and the Board to grant the degrees thus achieved. The Faculty also has primary responsibility for those aspects of student life ~~which that~~ relate to the educational process, including admission standards, academic integrity policies, and graduation requirements. On these matters, the power of review or final decision lodged in the Board of Trustees, or delegated by ~~it~~ the Board to the President, should be exercised adversely only in exceptional circumstances, following the policies defined in the Faculty Handbook, and for reasons communicated to the faculty. Following such communication, ~~it is desirable that~~ the faculty should have an opportunity for further consideration and further transmittal to the President or the Board. ~~It must be recognized that conditions may exist which will impose limits on the extent to which faculty recommendations can be realized.~~ Budgets, personnel limitations, and the policies of other bodies having jurisdiction over the institution may limit realization of recommendations of the Faculty; the circumstances under which this can occur and the procedures that must be followed are specified in the Faculty Handbook.

~~Policy concerning faculty status and related matters is formulated primarily by the faculty;~~ Faculty status and related matters are primarily a faculty responsibility; this includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the Faculty for such matters is based upon the fact that its judgment is central to educational policy and on the principle

instruction, research, and faculty status. The Faculty sets the requirements for degrees or other credentials, determines when the requirements have been met, and authorizes the President and the Board to grant the degrees thus achieved. The Faculty also has primary responsibility for those aspects of student life that relate to the educational process, including admission standards, academic integrity policies, and graduation requirements. On these matters, the power of review or final decision lodged in the Board of Trustees, or delegated by the Board to the President, should be exercised adversely only in exceptional circumstances, following the policies defined in the Faculty Handbook, and for reasons communicated to the Faculty. Following such communication, the Faculty should have an opportunity for further consideration and further transmittal to the President or the Board. Budgets, personnel limitations, and the policies of other bodies having jurisdiction over the institution may limit realization of recommendations of the Faculty; the circumstances under which this can occur and the procedures that must be followed are specified in the Faculty Handbook.

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The proposed changes in this paragraph

1. Confirm the role of faculty already established in Handbook Section E.

“1. University Senate Jurisdiction

The University Senate (hereinafter called the Senate) is the legislative body of the University in all academic matters relating to, or affecting, two or more of the Colleges or Graduate Education, or the University as a whole. Academic standards, course offerings, degrees, graduation requirements, and similar academic matters are determined by the Senate. The Senate may consider matters referred to it by College faculty members, and by administrative officers; and it may, upon its own initiative, undertake the consideration and the determination of policies or procedures relating to courses, curricula, instruction, and the academic welfare of students and faculty.”

2. Improve alignment with AAUP recommendations

that scholars in a particular field have the chief competence for judging the work of their colleagues. It is implicit that responsibility exists for both adverse and favorable judgments. Faculty status is determined by faculty action, in accordance with procedures established in the Faculty Handbook and in approved Department, College, and Library documents, before review by the appropriate academic officers and transmittal to the Board of Trustees. ~~Since such matters are of vital concern to all constituents of the campus community, active participation and approval by the appropriate administrators must be obtained before transmittal to the Board of Trustees.~~ On questions of faculty status, as in other matters where the faculty has primary responsibility, the administration should concur with the faculty judgment except in rare instances and for compelling reasons ~~which~~. **These reasons must be documented in writing by the administrator making the decision and communicated to the faculty member, then shared with the committees and individuals involved in the review of said faculty member's status.** ~~should be stated in detail.~~ Moreover, the right of appeal continues through the administrative levels, including the President and the Board of Trustees.

Principles of shared governance dictate that

~~A~~ agencies for faculty participation in the governance of the University ~~should~~ **must** be established at each level where faculty responsibility is present. ~~An~~ agency ~~should exist for the presentation of the views of the entire faculty.~~ The structure and procedures for faculty participation should be designated, approved, and established by joint ~~action of the components of the University~~ **determination and effort**. Faculty representatives should be selected by the faculty according to procedures determined by the faculty. ~~The agencies may consist of meetings of all faculty members of a department, college, or the University as~~

central to educational policy and on the principle that scholars in a particular field have the chief competence for judging the work of their colleagues. It is implicit that responsibility exists for both adverse and favorable judgments. Faculty status is determined by faculty action, in accordance with procedures established in the Faculty Handbook and in approved Department, College, and Library documents, before review by the appropriate academic officers and transmittal to the Board of Trustees.

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Principles of shared governance dictate that agencies for faculty participation in the governance of the University must be established at each level where faculty responsibility is present. The structure and procedures for faculty participation should be designated, approved, and established by joint determination and effort. Faculty representatives should be selected by the faculty according to procedures determined by the faculty.

Proposed added language improves alignment with AAUP recommendations.

Proposed deletion eliminates redundancy with clarified language above.

Proposed insertion clarifies a uniform communication plan to be used across all colleges

Proposal to add BOT makes consistent with due process requirements in Part IIE and page 2 of the Handbook.

<p>a whole, or they may take the form of faculty elected executive committees in the departments and colleges, and they may take the form of a University Senate for the institution as a whole.</p> <p>An agency must exist for the presentation of the views of the entire faculty. At Bradley University, the primary agency for presentation of the views of the entire faculty is the University Senate [link here]. Other agencies for faculty participation in governance at Bradley include the University Assembly [link here], University Senate committees, Department, College, and Library committees, and other committees whose purview relates to faculty rights and responsibilities in the governance of the University.</p> <p>On matters which are deemed to be of great importance to the University, and on which the faculty has been challenged or charged to provide a resolution of the matter but has not accepted the charge, the administration has the authority to initiate action and to make a presentation to the Board of Trustees without faculty participation.</p> <p>c. The Students</p> <p>When students in American colleges and universities desire to participate responsibly in the government of the institution they attend, their wish should be recognized as a claim to opportunity both for educational experience and for involvement in the affairs of their college or university. Ways should be found to permit significant student participation within the limits of attainable effectiveness. It is important to recognize that student needs are strongly related to educational experience, both formal and informal. Bradley University recognizes that student needs should be reflected in and met by their educational experiences. Students expect, and have a right to expect, that the educational</p>	<p>An agency must exist for the presentation of the views of the entire faculty. At Bradley University, the primary agency for presentation of the views of the entire faculty is the University Senate. Other agencies for faculty participation in governance at Bradley include the University Assembly, University Senate committees, Department, College, and Library committees, and other committees whose purview relates to faculty rights and responsibilities in the governance of the University.</p> <p>c. The Students</p>	<p><i>Proposing to delete much of the generic “agencies” language from this paragraph and replace it with BU-specific language in the next paragraph.</i></p> <p><i>Proposing to delete because AAUP does not recommend inclusion of language similar to this.</i></p>
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~~process will be structured,~~ a structured educational process that exposes them to a range of knowledge and perspectives, prepares them for further learning, and facilitates their success and future contributions, as principled individuals, to a changing, complex world. ~~that they will be stimulated by it to become independent adults, and that they will have effectively transmitted to them the cultural heritage of the larger society. If institutional support is to have its fullest possible meaning, it~~

The University shall ~~should~~ incorporate the strength, freshness of view and idealism of the student body in its decision making. The University also recognizes the right of students to participate responsibly in the governance of the institution At Bradley, student input is sought and valued as decisions are made. For example, students participate in shared governance through representation in University Senate and select Standing Senate Committees.

The respect of students for the University can be enhanced if they are given at least these opportunities: (1) to be listened to in learning spaces without fear of institutional reprisal for the substance of their views, (2) freedom to discuss questions of institutional policy and operation, (3) the right to academic due process when charged with violations of academic integrity policies, and (4) the same right to hear speakers of their own choice as is enjoyed by other constituencies of the institution.

d. University Resources

The University Senate is charged with the responsibility of participating in decision-making about the academic goals of the University and policies and programs formulated to achieve them. These decisions, if they are to be consistent and effective, must be made within a known framework of University priorities and guidelines.

Bradley University recognizes that student needs should be reflected in and met by their educational experiences. Students expect, and have a right to expect, a structured educational process that exposes them to a range of knowledge and perspectives, prepares them for further learning, and facilitates their success and future contributions, as principled individuals, to a changing, complex world.

The University shall incorporate the strength, freshness of view and idealism of the student body in its decision making. The University also recognizes the right of students to participate responsibly in the governance of the institution At Bradley, student input is sought and valued as decisions are made. For example, students participate in shared governance through representation in University Senate and select Standing Senate Committees.

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Proposing to delete generic language and replace it with more concrete and BU specific language.

Proposed language improves alignment with AAUP recommendations.

Proposed language improves alignment with AAUP recommendations.

Representative of the University community as a whole, the Senate must participate in the process of determining those goals and priorities and the distribution of resources allocated to their achievement.

The University Resources Committee can best do this on behalf of the Senate by focusing its attention on University-wide and long-range decisions, not involving itself in decisions ordinarily and properly made by the individual departments, and colleges and other Senate Committees such as The Committee on Curriculum and Regulations.

The proposed charge, functions and composition of the Committee are designed to provide the skills and perspectives of students, administrators and faculty for a joint consideration of the broad and fundamental issues out of which University resource allocation decisions are made.

5. Access to University Legal Counsel

With the approval of the President's Office or the appropriate vice-president's office of Bradley University, a faculty member, administrative officer, or staff person may consult with Bradley University legal counsel in order to seek needed advice or interpretation related to the performance of assignments, duties, work, or responsibilities on behalf of Bradley University. There must be an identifiable and demonstrable need in each instance of an approval for access to the University legal counsel.

~~d. University Legal Counsel
The Office of General Counsel (OGC) [ADD LINK], through the Vice President for Legal Affairs and General Counsel, provides legal advice and representation to the Board of Trustees, faculty, administration, and staff in their capacity as representatives of Bradley University. For~~

~~personal legal advice, employees and students should consult a private attorney.~~

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Proposing to replace existing language with language that better matches website description of OGC.